

Report to the State Board of Education
on the
Status of Minority Teachers in Tennessee

Compiled by the
Tennessee Department of Education

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Minority Teacher Recruitment and Retention

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Minority Teacher Recruitment and Retention in Tennessee

THE BACKGROUND

In 1987, the State Board of Education cited a shortage of minority teachers in Tennessee. In 1988, The Tennessee Task Force on the Supply of Minority Teachers issued several recommendations—most of which were implemented – to increase the number of minority teachers. In 1989, House Joint Resolution 36 also requested an annual report on the status of minority teachers be submitted to the Senate and House K-12 Education Sub-Committee of the Tennessee General Assembly. Legislation was adopted in 1993 urging each local board of education to establish reasonable, incremental goals for the recruitment, employment, and retention of African-American teachers in numbers which reflect the percentage of African-Americans within the community served by the local education agency.

THE NEED FOR MINORITY RECRUITMENT AND RETENTION

The student population of Tennessee schools during the 2000-01 school year was 906,118. An analysis of the racial composition of Tennessee public school students reveals that 24.50% were African-Americans. **Table 1: Racial Composition of Tennessee Public School Students** details a statistical history since 1992-93. The enrollment of African-American students varies from system to system. Seventeen (17) of the state's 139 school systems have an enrollment of African-American students greater than the state's African-American student population. These systems are reported in **Table 2: Tennessee School Systems Whose African-American Student Enrollment Is Above 24.5%**. Six (6) systems report no African-American students, **Table 3: Tennessee School Systems With No African-American Students**.

Of the 56,027 classroom personnel, 5,623 were African-American in the 2000-01 school year. However, these data understate the actual number and percent of black educators, because 20.35% (11,400) of the active classroom personnel reported race as unknown. The 1999-2000 school year was the first year, since 1985, the percentage of African-American classroom personnel did not decline. The percentage of African-American teachers for the 1998-99 and 1999-00 school years was 9.9%. This year, 2000-01, is the first year that it increased. The percentage of African-American for 2000-01 was 10.0%. **Table 4: Tennessee Classroom Personnel** is a statistical history of classroom personnel since 1984-85.

Comparing the percentage of African-American students to the percentage of African-American educators, fifty-eight (58) school systems reflect an African-American student/teacher differential of greater than five percentage points. The percentage of the teacher work force compared to the student population in school systems in Tennessee

with more than a 5% differential is reported in **Table 5: Percent Of Teachers To Students In Tennessee With More Than 5% Differential.**

Additionally, a significant number (647) of African-American classroom educators have 30 or more years of experience. **Table 6: Teachers with 30 or More Years Experience** details the statistical history since 1984-85. As these educators retire, the efforts to achieve equitable employment levels will be further complicated. **Table 7: Teachers with 30 or More Years of Experience by System** gives the status of teacher retirement in each system.

NEW HIRES

A total of 5,734 educators were “new hires” for the 2000-01 school year of which 8.86% (508) were African-American. New hires include those with no previous teaching experience as well as those who are returning to the teacher work force. However, it should be noted that the proportion of new hires for which race is unknown was 34.34%. Procedures for capturing the data are under revision, so that more accurate data may be obtained. Historical data is provided in **Table 8: African American New Hires.**

TEACHER EDUCATION ENROLLMENT

The data representing teacher education enrollment is based on those students considered enrolled in the teacher education program. Most or all of these students have completed two years of college and have been admitted to the teacher education program for that institution. Enrollment of blacks in Tennessee’s teacher preparation programs has increased since 1987 when only 78 of a total of 3,529 were black. Enrollment data for the fall of 2001 indicated that 404 African-Americans were enrolled in teacher education programs at public and private institutions. A historical perspective can be gathered from reviewing **Table 7: Teacher Education Enrollment.**

Of the public institutions, the University of Memphis has the largest number (172) of black teacher education students. Of the private higher education institutions reporting, Christian Brothers has an enrollment of 211 African-American students followed by Tennessee State University with 132 African-American enrollees and then Fisk University with 57 African-American teacher education students. **Table 8: Fall 1998 Enrollment In Teacher Preparation Programs At Public And Private Institutions** shows the enrollment at each institution.

A historical perspective can be gathered from reviewing **Table 9: Teacher Education Enrollment Table 10: Fall Enrollment In Teacher Preparation Programs At Public And Private Institutions** which shows the enrollment at each institution.

TEACHER EDUCATION GRADUATES

In 1988, African-American teacher education graduates had reached an all-time low -- 45 out of a total of 1,543 (2.9%). Last year, 2001, African-American teacher education program graduates numbered 306. The total number of graduates (all demographic race categories) in 2001 was 3,220 compared to 1,543 in 1988.

African-Americans accounted for 8.2% of the graduates from public institutions. **TABLE 11: Teacher Education Graduates (Public And Private Institutions)** lists the year by year graduation numbers.

The University of Memphis graduated the largest number of black educators, 83, with Tennessee State University and the University of Tennessee, Knoxville each graduating 16. Of private institutions, Fisk University graduated the largest number of African-American educators, 56, with Freed-Hardeman University graduating 29, Christian Brothers University graduated 19. **TABLE 12: Teacher Education Graduates** lists the graduates from each institution.

Recruitment of these individuals represents an important opportunity for local school systems to increase their African-American teacher work force. Each year the Department of Education with the cooperation of the various institutions sends a list of prospective graduates to each school system.

The Office of Teacher Licensure began collecting data on teacher licensure in 1999. From August 1, 1999 to June 30, 2000, 11,574 licenses were issued with the "date of original issue," falling between the dates listed. Of those 11,574, 1128 or 9.7% were issued to African-American educators. However, it must be noted that 4,873 (42.1%) of these licensees listed race as unknown or other. **TABLE 13. Licenses with 'Date of Original Issue' Falling Between 07-01-1999 & 06-30-2000** shows the number issued by certificate type and race.

EFFORTS TO RECRUIT NEW TEACHERS

Scholarships and Grants

Increased minority enrollment at public and private institutions is due in part to the financial incentives of the Tennessee Student Assistance Corporation's Minority Teaching Fellows Program, Tennessee Teaching Scholars Program and the Tennessee Higher Education Commission's Minority Teaching Education Grant Program.

The Minority Teaching Fellows program presently funds its maximum number of students of 116. Approximately 25-30 students graduate from this program each year.

The Tennessee Teaching Scholars Program managed by the Tennessee Student Assistance Corporation awarded 209 scholarships under this program. Of those 23 were awarded to African-American students.

The Minority Teaching Education Grant Program focuses on the recruitment, by the colleges and universities in partnership with local education agencies of non-teaching personnel, teacher-aides, substitute teachers, etc., into the teaching force.

Partnerships

PASS - Partnerships To Assist School Success

Another program that is having an impact on enrollment is the Partnerships To Assist School Success (PASS) program. This joint program between the Tennessee Department of Education and the Tennessee Education Association was designed to identify and encourage high school minority students to enter the teaching profession. The participants in the program include local school systems, higher education institutions, churches, and businesses.

Workshops are an important component of the PASS program. The workshops are provided to make the students and others in the community aware of the scholarships and loans that are available to minority students who plan to enter the teaching profession. The Tennessee Student Assistance Corporation was also part of these workshops.

Tennessee Student Assistance Corporation

The Tennessee Student Assistance Corporation conducts financial aid workshops across the state. Information concerning the teacher education scholarships is disseminated during these workshops along with other financial aid information. Approximately 50 workshops were conducted this past year.

Troops to Teachers

Another source of prospective teachers is the Troops to Teachers Program. Under this program military personnel and Department of Defense and Energy employees affected by the military “downsizing” have the opportunity to begin a new career in public education. The three main objectives of this program are to:

1. help relieve teacher shortages, especially in the subjects of math and science;
2. provide positive role models for the nation’s public school students;
3. assist military personnel to enter a new career in public education.

Currently 120 participants in the Troops to Teacher Program, have a last hire code listed as Tennessee; of those 33 are African-American.

LOCAL RECRUITMENT OF MINORITY EDUCATORS

Legislation passed in 1993, urges each Tennessee local board of education to establish reasonable, incremental goals for the recruitment, employment, and retention of African-American teachers in numbers that reflect the percentage of African-Americans within the community served by the local education agency and submit the plan to the Department of Education.

One hundred schools systems responded to the request for information regarding their plans. The responses fall into four categories:

<input type="checkbox"/> Our school system reflects an African-American student/teacher racial imbalance less than five (5) percent. No plan is attached.	62 Systems responded to this option.
<input type="checkbox"/> Our school system reflects an African-American student/teacher racial imbalance less than five (5) percent. A plan is attached.	14 Systems responded to this option.
<input type="checkbox"/> Our school system reflects an African-American student/teacher racial imbalance greater than five (5) percent. A plan is attached.	55 Systems had greater than 5% imbalance last year. 22 Systems responded to this option.
<input type="checkbox"/> Our school system is under court order to maintain student/teacher racial balance. A plan and copy of the court order is attached.	2 Systems responded to this option.

In part of this plan, local systems identify strategies for recruitment and retention. The most frequently identified strategies for recruitment are:

1. Recruit from historically black colleges and universities in Tennessee and surrounding states. Many have also expanded their recruitment efforts from regional to nationwide.
2. Communicate with minority graduates identified annually by the Tennessee Department of Education as having completed a teacher education program in Tennessee.
3. Attend job fairs on various college and university campuses.
4. Invite candidates to visit the school system and community.

5. Offer qualified applicants all of their earned teaching experience as recognized by the Tennessee Department of Education.
6. Use the Troops to Teachers program.
7. Encourage high school graduates to enter education as a career.
8. Provide support for minority teachers on waivers to obtain teaching credentials.
9. Establish a committee of educators and community leaders to plan activities and strategies to assist in the recruitment of minority teachers.
10. Offer system sponsored scholarships.

SPECIFIC LOCAL STRATEGIES FOR RETENTION ARE:

1. Establish new teacher networks.
2. Provide enhanced staff development.
3. Assign mentors to assist new teachers adjust to the district.
4. Continuously assess the needs of the new teachers.
5. Provide social support and community orientation.
6. Assign a community volunteer to involve the new teacher in community activities.
7. Provide support for minority teachers to obtain an advanced college degree.

SPECIFIC PROBLEMS HINDERING SYSTEMS IN THE RECRUITING AND RETENTION EFFORTS:

Low teacher salaries.

Lack of incentives for enticing candidates.

Lack of candidates wanting to teach in rural areas of the state.

DATA ON OTHER MINORITIES

Hispanic

The Hispanic population of our state has and is increasing. During the 2000-01 school year the percent of Hispanic students in Tennessee schools was 1.8%, a .3% increase. The number of Hispanic teachers was 0.16%. Fourteen or 0.40% of the 'new hires' were Hispanic.

American Indian

American Indian students represent 0.2% of the student population of our schools. The classroom teaching staff across the state is 0.08% American Indian. The preceding data is the same as last year's. This same population represents 0.06% of the 'new hires' for 2000-01, an increase from last year.

Asian

Tennessee's teaching staff is composed of 0.09% Asian educators and 0.25% of the 'new hires' were Asian. The Asian students in our schools represent 1.1% of students in Tennessee, unchanged from the 1999-00 school year.

Table 14 Classroom Teachers by System and Race gives the complete picture of Tennessee classroom teachers by race.

CONCLUSION

School systems are making strides to increase the number of African American educators and minority educators in Tennessee schools; however, more effort is needed. The number of classroom teachers with 30+ years of experience further emphasizes the accelerated need to establish and implement minority recruitment and retention strategies. The development, implementation, and evaluation of local recruitment and retention plans are needed in order to enhance placement efforts.

Present data collection procedures do not allow for accurate reporting of the number of black educators, both statewide and in individual school systems. The Education Information System, which is currently under development and is in parallel testing, will hopefully increase the accuracy of the data.

In conclusion, Tennessee must continue efforts to attract and retain African American and minority educators. We must also improve data collection to reflect more accurately the number of educators with regard to race and ethnicity.

EFFORTS BY THE DEPARTMENT OF EDUCATION TO RECRUIT AND RETAIN MINORITY TEACHERS

A. The State Department of Education continues to assist systems in the recruitment and retention of minority teachers through the following:

1. Coordinating efforts associated with reporting to the State Board of Education and improving data collection.
2. Developing a list of prospective minority teachers and distributing it to all Tennessee school systems on an annual basis.
3. Urging all school systems to submit a plan to the Department of Education concerning the recruitment and retention of African-American teachers.
4. Increasing efforts to assist school personnel, guidance counselors, and principals making all students more aware of the teaching profession and its benefits and rewards.
5. Providing of a website for job information. Teach in Tennessee is the State of Tennessee's web resource for posting and viewing employment vacancies in Tennessee PreK-12 public schools.
6. Partnering with Teachers-Teachers.com. The Tennessee Department of Education has partnered with Teachers-Teachers.com to provide all 138 Tennessee school systems access to the Internet's premier education recruitment service. This partnership enables Tennessee school systems to search the Teachers-Teachers.com database of over 43,000 resumes, post an unlimited number of positions and hire an unlimited number of teachers for absolutely no cost.

B. Efforts should be made to increase the pool of minority teachers through:

- 1) Increasing funds for the grant/scholarship programs:
 - a) Minority Teaching Education Grant Program. Currently the program receives \$255,000, which is allocated to institutions of higher education with well-developed institutional support for minority candidates. All of the funds are used directly to support candidates. Efforts to expand the grant/scholarship programs should be continued, since they have clearly demonstrated the capacity to do so.
 - b) Minority Teaching Fellows Scholarship Program: Currently 116 students are served by this four-year program, producing from 20-30 graduates each year. Applications for the 2002 scholarships numbered 199.

- 2) Recruiting, retaining, and licensing individuals in the shortest amount of time.
- 3) Heightening overall institutional minority recruitment and retention efforts by having a specific person in charge on at least a part-time basis.
- 4) Providing resources for the students served by the programs.
- 5) Increasing the networking between Future Teachers of America and PASS chapters with higher education institutions
- 6) Developing a relationship with the Governor's School on Prospective Teachers and encouraging them to enter the teaching profession.
- 7) Improving communication among the Colleges of Education, Local Education Agencies, Tennessee Higher Education Commission, Tennessee Education Association, and the State Department of Education as to scholarships and other grants available to prospective minority teachers.

SUPPLY OF MINORITY TEACHERS STATISTICAL SUMMARY TABLES

Table 1
Racial Composition of Tennessee Public School Students

Year	African-American Students	Total Students	Percent African-American
1992-93	191,194	846,896	22.6%
1993-94	198,125	864,272	22.9%
1994-95	198,222	872,422	22.7%
1995-96	203,353	878,919	23.1%
1996-97	209,150	893,165	23.40%
1997-98	212,960	897,645	23.72%
1998-99	216,344	903,774	23.94%
1999-00	222,860	912,872	24.40%
2000-01	222,036	906118	24.50%

Source: 2000-2001 Fall Membership of Tennessee Public School Students

Table 2
Tennessee School Systems Whose African-American Student Enrollment Is Above The 24.50% State Average

	System	African-American Teachers	African-American Students
1	Alcoa	9.48%	25.10%
2	Covington	26.32%	85.80%
3	DAVIDSON CO.	19.52%	46.10%
4	FAYETTE CO.	44.10%	69.80%
5	Fayetteville	9.38%	30.60%
6	HAMILTON CO.	11.32%	33.30%
7	HARDEMAN CO.	14.71%	54.40%
8	HAYWOOD CO.	15.32%	65.50%
9	Humboldt	16.00%	62.40%
10	JACKSON-MADISON CO.	19.34%	53.00%
11	LAKE CO.	4.29%	30.00%
12	LAUDERDALE CO.	8.30%	42.30%
13	Memphis	42.59%	86.70%
14	MONTGOMERY CO.	4.78%	26.60%
15	Paris	2.08%	24.80%
16	Trenton	9.89%	31.00%
17	Union City	5.88%	42.50%

Source: 2000-01 End of Year Distribution Files - Active Classroom Personnel

Table 3
Tennessee School Systems
With No African-American Students

CARROLL CO.
GRUNDY CO.
Oneida
PICKETT CO.
SEQUATCHIE CO.
UNION CO.
VAN BUREN CO.

Source: 2000-2001 Fall Membership of Tennessee Public School Students

Table 4
Tennessee Classroom Personnel

Year	African-American Teachers	Total Teachers	Percent African-American
1984-85	4,457	39,871	11.2%
1992-93	5,188	46,361	11.2%
1993-94	5,646	50,645	11.1%
1994-95	5,360	48,793	11.0%
1995-96	5,340	48,994	10.7%
1996-97	5,226	49,568	10.5%
1997-98	5,252	52,013	10.1%
1998-99	5,323	53,688	9.9%
1999-00	5,442	55,173	9.9%
2000-01	5,623	56,027	10.0%

Source: 2000-01 End of Year Distribution Files -Active Classroom Personnel
Tennessee Department of Education

TABLE 5
PERCENT OF TEACHERS TO STUDENTS
IN TENNESSEE WITH MORE THAN 5% DIFFERENTIAL

System	African-American Teachers	African-American Students	African-American Population	Student Teacher Difference	Teacher Population Difference
Alamo	5.56%	13.40%	21.32%	7.84%	15.77%
Alcoa	9.48%	25.10%	15.97%	15.62%	6.49%
Athens	1.02%	15.80%	9.18%	14.78%	8.16%
BEDFORD CO.	3.50%	10.70%	8.39%	7.20%	4.88%
Bells	7.69%	14.50%	20.77%	6.81%	13.08%
Bradford	0.00%	6.00%	9.70%	6.00%	9.70%
CHESTER CO.	4.08%	15.10%	10.02%	11.02%	5.94%
Cleveland	5.54%	14.70%	6.96%	9.16%	1.42%
Covington	26.32%	85.80%	46.44%	59.48%	20.12%
CROCKETT CO.	4.26%	18.50%	7.68%	14.24%	3.42%
DAVIDSON CO.	19.52%	46.10%	25.78%	26.58%	6.26%
Dayton	2.13%	9.70%	5.16%	7.57%	3.03%
DYER CO.	3.30%	10.40%	2.55%	7.10%	-0.75%
Dyersburg	6.74%	24.40%	21.96%	17.66%	15.23%
FAYETTE CO.	44.10%	69.80%	35.80%	25.70%	-8.31%
Fayetteville	9.38%	30.60%	26.11%	21.23%	16.73%
Franklin City	3.25%	15.20%	10.31%	11.95%	7.07%
Gibson Co.Sp.	1.92%	9.90%	4.59%	7.98%	2.67%
GILES CO.	4.21%	16.30%	11.72%	12.09%	7.51%
Greeneville	1.59%	8.10%	5.72%	6.51%	4.14%
HAMILTON CO.	11.32%	33.30%	20.06%	21.98%	8.74%
HARDEMAN CO.	14.71%	54.40%	40.83%	39.69%	26.12%
Harriman	3.19%	10.40%	7.40%	7.21%	4.21%
HAYWOOD CO.	15.32%	65.50%	50.85%	50.18%	35.52%
HENDERSON CO.	2.23%	9.00%	4.19%	6.77%	1.96%
HENRY CO.	2.83%	8.10%	2.60%	5.27%	-0.23%
Hollow R.-Br.	6.38%	11.50%	6.16%	5.12%	-0.22%
Humboldt	16.00%	62.40%	42.85%	46.40%	26.85%
Huntingdon	5.62%	18.00%	17.71%	12.38%	12.09%
JACKSON-MADISON CO.	19.34%	53.00%	32.29%	33.66%	12.95%
Johnson City	3.25%	10.50%	6.35%	7.25%	3.10%
KNOX CO.	4.94%	13.60%	8.58%	8.66%	3.65%
LAKE CO.	4.29%	30.00%	30.98%	25.71%	26.69%
LAUDERDALE CO.	8.30%	42.30%	33.92%	34.00%	25.61%
Lebanon	6.22%	20.20%	13.73%	13.98%	7.52%
Lexington	3.33%	21.40%	13.04%	18.07%	9.71%
MARSHALL CO.	3.86%	9.00%	7.76%	5.14%	3.90%
MAURY CO.	6.29%	20.60%	14.13%	14.31%	7.84%
McKenzie	1.20%	12.20%	14.15%	11.00%	12.94%
MCNAIRY CO.	2.82%	9.30%	6.21%	6.48%	3.40%
Memphis	42.59%	86.70%	61.18%	44.11%	18.59%
Milan	6.98%	22.80%	22.46%	15.82%	15.48%
MONTGOMERY CO.	4.78%	26.60%	18.92%	21.82%	14.14%
Murfreesboro City	8.48%	21.50%	13.81%	13.02%	5.33%
Newport	0.00%	6.80%	5.34%	6.80%	5.34%
Oak Ridge	6.73%	13.90%	8.14%	7.17%	1.41%
Paris	2.08%	24.80%	20.16%	22.72%	18.07%
Rogersville	0.00%	5.20%	4.06%	5.20%	4.06%
RUTHERFORD CO.	3.72%	10.70%	4.23%	6.98%	0.51%
SHELBY CO.	12.11%	21.60%	4.06%	9.49%	-8.04%
South Carroll	0.00%	5.60%	9.3%	5.60%	NA

System	African-American Teachers	African-American Students	African-American Population	Student Teacher Difference	Teacher Population Difference
SUMNER CO.	2.13%	8.40%	5.74%	6.27%	3.61%
TIPTON CO.	10.51%	20.70%	12.15%	10.19%	1.64%
Trenton	9.89%	31.00%	32.59%	21.11%	22.70%
TROUSDALE CO.	1.23%	11.10%	11.35%	9.87%	10.12%
Tullahoma	1.33%	8.10%	6.71%	6.77%	5.39%
Union City	5.88%	42.50%	21.14%	36.62%	15.26%
WEAKLEY CO.	2.47%	8.80%	6.90%	6.33%	4.43%

Source: 2000-01 End of Year Distribution Files - Active Classroom Personnel
Tennessee Department of Education

Table 6
Teachers With More Than 30 Years Experience

Year	African-American Teachers 30+ Years	Total Teachers 30+ Years	Percent African-Americans 30+ Years
1984-85	555	2,001	27.5%
1992-93	524	1,923	27.2%
1993-94	657	2,349	28.0%
1994-95	766	3,113	24.6%
1995-96	768	3,143	24.43%
1996-97	672	2,593	25.92%
1997-98	592	2,626	22.54%
1998-99	672	3338	25.95%
1999-00	703	4104	17.43%
2000-01	647	3830	16.89%

Source: 2000-01 End of Year Distribution Files - Active Classroom Personnel
Tennessee Department of Education

Table 7
Teachers with 30 or More Years of Experience by System

System	Black Teachers 30+ Years	Total Black Teachers	Percent of Black Teachers 30+ Years	Total Teachers 30+ Years	Total Teachers	Percent of Teachers 30+ Years
ANDERSON CO.		3	0.00%	22	487	4.52%
Clinton				1	67	1.49%
Oak Ridge	3	22	13.64%	28	327	8.56%
BEDFORD CO.		13	0.00%	17	371	4.58%
BENTON CO.				9	180	5.00%
BLEDSON CO.		1	0.00%	2	115	1.74%
BLOUNT CO.		9	0.00%	31	587	5.28%
Alcoa	1	11	9.09%	4	116	3.45%

System	Black Teachers 30+ Years	Total Black Teachers	Percent of Black Teachers 30+ Years	Total Teachers 30+ Years	Total Teachers	Percent of Teachers 30+ Years
Maryville		7	0.00%	13	304	4.28%
BRADLEY CO.		4	0.00%	41	536	7.65%
Cleveland	1	16	6.25%	22	289	7.61%
CAMPBELL CO.		1	0.00%	40	396	10.10%
CANNON CO.	1	2	50.00%	6	136	4.41%
CARROLL CO.		1	0.00%	1	14	7.14%
Hollow R.-Br.		3	0.00%	5	47	10.64%
Huntingdon	2	5	40.00%	7	89	7.87%
McKenzie		1	0.00%	6	83	7.23%
South Carroll				2	28	7.14%
West Carroll		6	0.00%	7	71	9.86%
CARTER CO.		2	0.00%	39	438	8.90%
Elizabethton				19	148	12.84%
CHEATHAM CO.		3	0.00%	20	390	5.13%
CHESTER CO.		6	0.00%	11	147	7.48%
CLAIBORNE CO.		3	0.00%	28	346	8.09%
CLAY CO.	1	1	100.00%	4	78	5.13%
COCKE CO.		3	0.00%	19	303	6.27%
Newport				8	45	17.78%
COFFEE CO.		3	0.00%	19	287	6.62%
Manchester		2	0.00%	5	70	7.14%
Tullahoma		3	0.00%	17	226	7.52%
CROCKETT CO.	1	4	25.00%	9	94	9.57%
Alamo		2	0.00%	3	36	8.33%
Bells		2	0.00%		26	0.00%
CUMBERLAND CO.		1	0.00%	23	377	6.10%
DAVIDSON CO.	94	903	10.41%	349	4625	7.55%
DECATUR CO.		2	0.00%	12	126	9.52%
DEKALB CO.				6	175	3.43%
DICKSON CO.		11	0.00%	34	519	6.55%
DYER CO.		7	0.00%	15	212	7.08%
Dyersburg	3	13	23.08%	26	193	13.47%
FAYETTE CO.	16	101	15.84%	24	229	10.48%
FENTRESS CO.		1	0.00%	14	163	8.59%
FRANKLIN CO.		10	0.00%	18	353	5.10%
Humboldt	3	20	15.00%	11	125	8.80%
Milan		9	0.00%	6	129	4.65%
Trenton	1	9	11.11%	5	91	5.49%
Bradford				2	41	4.88%
Gibson Co.Sp.		3	0.00%	15	156	9.62%
GILES CO.	2	13	15.38%	25	309	8.09%
GRAINGER CO.				9	186	4.84%
GREENE CO.		1	0.00%	28	418	6.70%
Greeneville		3	0.00%	21	189	11.11%
GRUNDY CO.				9	161	5.59%
HAMBLÉN CO.	2	15	13.33%	60	619	9.69%
HAMILTON CO.	36	277	13.00%	168	2448	6.86%
HANCOCK CO.		1	0.00%	8	75	10.67%
HARDEMAN CO.	4	45	8.89%	17	306	5.56%
HARDIN CO.		5	0.00%	19	267	7.12%
HAWKINS CO.		1	0.00%	32	462	6.93%
Rogersville				1	47	2.13%
HAYWOOD CO.	4	38	10.53%	19	248	7.66%

System	Black Teachers 30+ Years	Total Black Teachers	Percent of Black Teachers 30+ Years	Total Teachers 30+ Years	Total Teachers	Percent of Teachers 30+ Years
HENDERSON CO.	1	5	20.00%	17	224	7.59%
Lexington	1	2	50.00%	6	60	10.00%
HENRY CO.	1	6	16.67%	17	212	8.02%
Paris	1	2	50.00%	7	96	7.29%
HICKMAN CO.	2	4	50.00%	9	211	4.27%
HOUSTON CO.		1	0.00%	4	83	4.82%
HUMPHREYS CO.		1	0.00%	6	192	3.13%
JACKSON CO.				7	105	6.67%
JEFFERSON CO.		4	0.00%	39	445	8.76%
JOHNSON CO.				7	156	4.49%
KNOX CO.	17	172	9.88%	212	3484	6.08%
LAKE CO.		3	0.00%	8	70	11.43%
LAUDERDALE CO.	2	24	8.33%	19	289	6.57%
LAWRENCE CO.		1	0.00%	40	454	8.81%
LEWIS CO.		2	0.00%	6	121	4.96%
LINCOLN CO.		2	0.00%	23	268	8.58%
Fayetteville		6	0.00%	2	64	3.13%
LOUDON CO.		2	0.00%	12	274	4.38%
Lenoir City		1	0.00%	5	132	3.79%
MCMINN CO.		5	0.00%	18	324	5.56%
Athens		1	0.00%	10	98	10.20%
Etowah					26	0.00%
MCNAIRY CO.		8	0.00%	15	284	5.28%
MACON CO.		1	0.00%	11	216	5.09%
JACKSON-MADISON CO.	16	171	9.36%	56	884	6.33%
MARION CO.	1	6	16.67%	27	276	9.78%
Richard City					20	0.00%
MARSHALL CO.	2	12	16.67%	19	311	6.11%
MAURY CO.	5	48	10.42%	51	763	6.68%
MEIGS CO.				6	106	5.66%
MONROE CO.		2	0.00%	12	301	3.99%
Sweetwater	1	3	33.33%	4	88	4.55%
MONTGOMERY CO.	6	70	8.57%	77	1464	5.26%
MOORE CO.	1	3	33.33%	5	63	7.94%
MORGAN CO.				6	205	2.93%
OBION CO.	1	5	20.00%	22	252	8.73%
Union City		5	0.00%	6	85	7.06%
OVERTON CO.				16	217	7.37%
PERRY CO.		1	0.00%	3	72	4.17%
PICKETT CO.				4	60	6.67%
POLK CO.				21	157	13.38%
PUTNAM CO.		2	0.00%	34	548	6.20%
RHEA CO.		2	0.00%	18	229	7.86%
Dayton		1	0.00%	5	47	10.64%
ROANE CO.				17	347	4.90%
Harriman		3	0.00%	15	94	15.96%
ROBERTSON CO.	5	32	15.63%	34	623	5.46%
RUTHERFORD CO.	7	63	11.11%	78	1,694	4.60%
Murfreesboro City	3	33	9.09%	22	389	5.66%
SCOTT CO.				20	198	10.10%
Oneida				5	87	5.75%
SEQUATCHIE CO.				2	119	1.68%
SEVIER CO.		1	0.00%	30	760	3.95%

System	Black Teachers 30+ Years	Total Black Teachers	Percent of Black Teachers 30+ Years	Total Teachers 30+ Years	Total Teachers	Percent of Teachers 30+ Years
SHELBY CO.	18	296	6.08%	97	2,445	3.97%
Memphis	354	2,772	12.77%	633	6,509	9.72%
SMITH CO.				6	186	3.23%
STEWART CO.				5	128	3.91%
SULLIVAN CO.		2	0.00%	71	855	8.30%
Bristol	2	6	33.33%	36	254	14.17%
Kingsport		11	0.00%	25	393	6.36%
SUMNER CO.	3	29	10.34%	86	1,362	6.31%
TIPTON CO.	12	54	22.22%	35	514	6.81%
Covington	2	15	13.33%	4	57	7.02%
TROUSDALE CO.		1	0.00%	4	81	4.94%
UNICOI CO.		1	0.00%	12	153	7.84%
UNION CO.		1	0.00%	11	214	5.14%
VAN BUREN CO.				3	57	5.26%
WARREN CO.		2	0.00%	27	413	6.54%
WASHINGTON CO.	1	5	20.00%	43	501	8.58%
Johnson City		14	0.00%	24	431	5.57%
WAYNE CO.		1	0.00%	12	191	6.28%
WEAKLEY CO.	1	8	12.50%	21	324	6.48%
WHITE CO.		3	0.00%	13	222	5.86%
WILLIAMSON CO.	5	22	22.73%	59	1,103	5.35%
Franklin City		10	0.00%	9	308	2.92%
WILSON CO.	1	14	7.14%	33	660	5.00%
Lebanon		12	0.00%	5	193	2.59%
Grand Total	647	5,623	11.51%	3,830	56,027	6.84%

Source: 2000-01 End of Year Distribution Files - Active Classroom Personnel
Tennessee Department of Education

Table 8
African American New Hires – Annual Comparison

Year	Number of New Teachers Hired	African- American Teachers Hired	Percentage African- American New Teachers Hired
1991-92	4,703	344	7.31%
1992-93	4,822	389	8.07%
1993-94	4,027	345	8.57%
1994-95	4,099	379	9.25%
1995-96	4,113	318	7.73%
1996-97	4,628	355	7.67%
1997-98	5,171	279	5.40%
1998-99	5,164	309	5.98%
1999-00	6,179	556	9.00%
2000-01	5,734	508	8.86%

Source: 2000-01 End of Year Distribution Files - Active Classroom Personnel

Table 9
Teacher Education Enrollment

YEAR	PUBLIC			PRIVATE			COMBINED		
	African-American		Total	African-American		Total	African-American		Total
1987	50	2.1%	2,388	28	2.5%	1,141	78	2.2%	3,529
1992	148	4.4%	3,390	120	6.9%	1,740	268	5.4%	5,130
1993	152	4.4%	3,475	134	7.5%	1,769	286	5.5%	5,244
1994	178	5.2%	3,473	126	7.1%	1,774	304	5.8%	5,247
1995	247	6.2%	3,959	165	8.5%	1,936	412	6.9%	5,895
1996	366	8.1%	4,544	93	5.0%	1,860	459	7.2%	6,404
1997	369	8.1%	4,531	121	5.8%	2,074	490	7.4%	6,605
1998	644	13.7%	4,692	94	4.6%	2,026	738	11.0%	6,718
1999	NA								
2000	NA								
2001	414	14.3%	2,902	404	15%	2,701	818	14.6%	5,603

Source: Tennessee Higher Education Commission

Table 10
Fall Enrollment In Teacher Preparation Programs
At Public And Private Institutions

PUBLIC INSTITUTIONS	AFRICAN-AMERICANS	TOTAL	PERCENT AFRICAN-AMERICAN ENROLLMENT
Austin Peay State University	18	278	6.47%
East Tennessee State University	9	395	2.28%
Middle Tennessee State University	34	644	5.28%
Tennessee State University	132	254	51.97%
Tennessee Technological University	19	429	4.43%
University of Memphis	172	566	30.39%
UT-Chattanooga	17	225	7.56%
UT-Knoxville	28	526	5.32%
UT-Martin	19	229	8.30%
PUBLIC TOTAL	448	3546	12.63%

PRIVATE INSTITUTIONS	AFRICAN-AMERICANS	TOTAL	PERCENT AFRICAN-AMERICAN ENROLLMENT
Aquinas College	2	28	7.14%
Belmont University		58	0.00%
Bethel College	3	39	7.69%

PRIVATE INSTITUTIONS	AFRICAN-AMERICANS	TOTAL	PERCENT AFRICAN-AMERICAN ENROLLMENT
Bryan College		40	0.00%
Carson-Newsome College	1	83	1.20%
Christian Brothers University	211	319	66.14%
Crichton College	28	53	52.83%
Cumberland		40	0.00%
Fisk University	57	69	82.61%
Free Will Baptist College		19	0.00%
Freed-Hardeman University	31	173	17.92%
Johnson Bible College		35	0.00%
King College		18	0.00%
Lambuth University	3	48	6.25%
Lane College	3	3	100.00%
Lee University		121	0.00%
LeMoyne-Owen College	7	7	100.00%
Lincoln Memorial University	1	107	0.93%
Lipscomb University	1	115	0.87%
Martin Methodist College		13	0.00%
Maryville College	2	67	2.99%
Milligan College	1	100	1.00%
Rhodes college	3	24	12.50%
Southern Adventist University	1	65	1.54%
Tennessee Wesleyan College		35	0.00%
Tevecca Nazarene University		0	?
Tusculum University	1	27	3.70%
Union University	5	164	3.05%
University of the South	1	9	11.11%
Vanderbilt University	8	178	4.49%
Private Enrollment Total	370	2057	18.0%
Total Public and Private	818	5603	14.6%

Source: Fall 2001 Enrollment and Graduation Data, Tennessee Higher Education Commission

TABLE 11
Teacher Education Graduates with Initial Licensure: Degree and Non-Degree Programs

YEAR	PUBLIC			PRIVATE			COMBINED		
	African-American		Total	African-American		Total	African-American		Total
1988	33	3.3%	1,012	12	2.3%	531	45	2.9%	1,543
1992	79	4.1%	1,948	41	4.5%	914	120	4.2%	2,862
1993	110	5.6%	1,952	26	3.0%	877	136	4.8%	2,829
1994	115	6.4%	1,803	39	5.0%	775	154	6.0%	2,578
1995	110	6.4%	1,714	54	6.1%	882	164	6.3%	2,596
1996	183	9.1%	2,013	51	5.3%	967	234	7.9%	2,980
1997	146	8.0%	1,817	63	5.8%	1,094	209	7.2%	2,911
1998	159	8.3%	1,906	65	5.4%	1,212	224	7.8%	3,118

YEAR	PUBLIC			PRIVATE			COMBINED		
	African-American		Total	African-American		Total	African-American		Total
1999	247	12.5%	1,971	74	6.4%	1,162	321	10.2%	3,133
2000	365	12.8%	2,847	132	10.4%	1,271	497	12.1%	4,118
2001	166	8.23%	2,017	140	11.6%	1,203	306	9.5%	3,220

Source: 2001 Enrollment and Graduation Data, Tennessee Higher Education Commission

TABLE 12
2001 Teacher Education Graduates
At Public And Private Institutions

Public Institutions	Black	Total	Percent African American Graduates
Austin Peay State University	10	201	4.98%
East Tennessee State University	9	242	3.72%
Middle Tennessee State University	12	335	3.58%
Tennessee State University	16	33	48.48%
Tennessee Technological University	1	259	0.39%
University of Memphis	83	306	27.12%
UT-Chattanooga	12	195	6.15%
UT-Knoxville	16	322	4.97%
UT-Martin	7	124	5.65%
Total Public	166	2017	8.23%

Private Institutions	Black	Total	Percent African American Graduates
Aquinas College	0	12	0.00%
Belmont University	0	28	0.00%
Bethel College	0	10	0.00%
Bryan College	1	20	5.00%
Carson-Newsome College	1	157	0.64%
Christian Brothers University	19	51	37.25%
Crichton College	11	25	44.00%
Cumberland	0	30	0.00%
Fisk University	56	58	96.55%
Free Will Baptist College	0	4	0.00%
Freed-Hardeman University	29	111	26.13%
Johnson Bible College	0	11	0.00%
King College	0	15	0.00%
Lambuth University	0	21	0.00%

Private Institutions	Black	Total	Percent African American Graduates
Lee University	1	145	0.69%
LeMoyne-Own College	12	12	100.00%
Lincoln Memorial University	0	44	0.00%
Lipscomb University	0	51	0.00%
Martin Methodist College	0	10	0.00%
Maryville College	0	29	0.00%
Milligan College	2	60	3.33%
Rhodes college	0	13	0.00%
Southern Adventist University	0	49	0.00%
Tennessee Wesleyan College	0	31	0.00%
Tevecca Nazarene University	3	31	9.68%
Tusculum University	1	22	4.55%
Union University	2	68	2.94%
University of the South	0	4	0.00%
Vanderbilt University	2	81	2.47%
Total Private	140	1203	11.6%
Total Public & Private	306	3,220	9.5%

Source: 2001 Enrollment and Graduation Data, Tennessee Higher Education Commission

TABLE 13
Licenses with 'Date of Original Issue' Falling Between 07-01-2000
and 06-30-2001

Certificate Type/Race	Unknown	American Indian	Black	Asian	Hispanic	White	Other	Total
PROFESSIONAL	2,212	1	189	6	9	1,728	1	4,146
PROF SCH SVC PER	55		10			54		119
BEG ADM LICENSE	195		118		2	537	2	854
PROF ADM LICENSE	12	1	39			122	5	179
APPRENT TEACHER	580	5	351	15	23	3,413	2	4,389
APPR OCCUP ED	130		20	1	1	123		275
PROF OCCUP ED	87		7	1		75		170
PRE CL PRINCIPAL	1			1				1
SPEC GROUP	1		2					3
APPRENT SPEC GRP	64		35		1	214		314
PERMIT	556		164	1	6	147	3	877
INT TCHR A	23	2	95	2	2	236		360
INT TCHR B	44	3	236	6	8	671		968
OUT STATE TEMP	175	4	175	4	8	938	1	1,305
INT TCH-C ALT	2		20	1		32		55
INT TCHR-D INTERN	28		14		1	314		357
INT TEACHER E	2		42	3	7	142		196

Certificate Type/Race	Unknown	American Indian	Black	Asian	Hispanic	White	Other	Total
TOTAL	4,167	16	1,518	40	7	8,767	14	14,590

Source: Tennessee Department of Education Certification Files

Table 14
Classroom Teachers by System and Race

System	Unknown	Indian	Black	Asian	Hispanic	White	Other
Alamo	30.56%	0.00%	5.56%	0.00%	0.00%	63.89%	0.00%
Alcoa	10.34%	0.00%	9.48%	0.86%	0.86%	78.45%	0.00%
ANDERSON CO.	14.99%	0.21%	0.62%	0.21%	0.00%	83.98%	0.00%
Athens	14.29%	0.00%	1.02%	0.00%	0.00%	84.69%	0.00%
BEDFORD CO.	23.72%	0.00%	3.50%	0.00%	0.00%	72.78%	0.00%
Bells	23.08%	0.00%	7.69%	0.00%	0.00%	69.23%	0.00%
BENTON CO.	19.44%	0.00%	0.00%	0.00%	0.56%	79.44%	0.56%
BLED SOE CO.	26.09%	0.00%	0.87%	0.00%	0.00%	73.04%	0.00%
BLOUNT CO.	16.87%	0.00%	1.53%	0.00%	0.34%	81.26%	0.00%
Bradford	21.95%	0.00%	0.00%	0.00%	0.00%	78.05%	0.00%
BRADLEY CO.	22.95%	0.00%	0.75%	0.00%	0.00%	75.93%	0.37%
Bristol	14.17%	0.00%	2.36%	0.00%	0.00%	83.07%	0.39%
CAMPBELL CO.	13.38%	0.00%	0.25%	0.00%	0.00%	86.36%	0.00%
CANNON CO.	31.62%	0.00%	1.47%	0.00%	0.00%	66.91%	0.00%
CARROLL CO.	21.43%	0.00%	7.14%	0.00%	0.00%	71.43%	0.00%
CARTER CO.	22.37%	0.00%	0.46%	0.23%	0.00%	76.94%	0.00%
CHEATHAM CO.	24.87%	0.00%	0.77%	0.00%	0.26%	73.59%	0.51%
CHESTER CO.	28.57%	0.00%	4.08%	0.00%	0.00%	67.35%	0.00%
CLAIBORNE CO.	20.23%	0.00%	0.87%	0.00%	0.00%	78.03%	0.87%
CLAY CO.	21.79%	0.00%	1.28%	0.00%	0.00%	76.92%	0.00%
Cleveland	20.76%	0.00%	5.54%	0.00%	0.00%	73.70%	0.00%
Clinton	10.45%	0.00%	0.00%	0.00%	0.00%	89.55%	0.00%
COCKE CO.	20.46%	0.00%	0.99%	0.00%	0.00%	78.55%	0.00%
COFFEE CO.	24.39%	0.00%	1.05%	0.00%	0.00%	74.22%	0.35%
Covington	21.05%	0.00%	26.32%	0.00%	0.00%	50.88%	1.75%
CROCKETT CO.	32.98%	0.00%	4.26%	0.00%	0.00%	62.77%	0.00%
CUMBERLAND CO.	20.16%	0.00%	0.27%	0.27%	0.53%	78.78%	0.00%
DAVIDSON CO.	19.03%	0.15%	19.52%	0.15%	0.35%	59.72%	1.08%
Dayton	19.15%	0.00%	2.13%	0.00%	0.00%	78.72%	0.00%
DECATUR CO.	19.05%	0.00%	1.59%	0.00%	0.79%	77.78%	0.79%
DEKALB CO.	27.43%	0.00%	0.00%	0.57%	0.57%	71.43%	0.00%
DICKSON CO.	21.39%	0.19%	2.12%	0.00%	0.19%	76.11%	0.00%
DYER CO.	18.87%	0.00%	3.30%	0.00%	0.00%	77.83%	0.00%
Dyersburg	12.95%	0.00%	6.74%	0.00%	0.00%	79.79%	0.52%
Elizabethton	20.27%	0.00%	0.00%	0.00%	0.68%	78.38%	0.68%
Etowah	23.08%	0.00%	0.00%	0.00%	0.00%	76.92%	0.00%
FAYETTE CO.	27.95%	0.00%	44.10%	0.00%	0.00%	25.76%	2.18%
Fayetteville	21.88%	0.00%	9.38%	0.00%	0.00%	68.75%	0.00%
FENTRESS CO.	20.25%	0.00%	0.61%	0.00%	0.00%	79.14%	0.00%
Franklin City	18.18%	0.00%	3.25%	0.00%	0.00%	78.25%	0.32%
FRANKLIN CO.	23.23%	0.00%	2.83%	0.00%	0.00%	73.94%	0.00%
Gibson Co.Sp.	27.56%	0.00%	1.92%	0.00%	0.00%	70.51%	0.00%
GILES CO.	17.80%	0.00%	4.21%	0.00%	0.32%	77.67%	0.00%
GRAINGER CO.	13.98%	0.00%	0.00%	0.00%	0.00%	86.02%	0.00%
GREENE CO.	19.14%	0.00%	0.24%	0.00%	0.00%	80.62%	0.00%
Greeneville	18.52%	0.00%	1.59%	0.00%	0.00%	79.37%	0.53%
GRUNDY CO.	21.12%	0.00%	0.00%	0.00%	0.00%	78.88%	0.00%
HAMBLIN CO.	18.09%	0.00%	2.42%	0.00%	0.16%	79.00%	0.32%
HAMILTON CO.	19.16%	0.16%	11.32%	0.20%	0.12%	67.81%	1.23%
HANCOCK CO.	17.33%	0.00%	1.33%	0.00%	0.00%	81.33%	0.00%
HARDEMAN CO.	29.41%	0.00%	14.71%	0.00%	0.00%	54.90%	0.98%
HARDIN CO.	15.36%	0.00%	1.87%	0.00%	0.00%	82.77%	0.00%
Harriman	11.70%	0.00%	3.19%	0.00%	0.00%	85.11%	0.00%
HAWKINS CO.	21.21%	0.00%	0.22%	0.22%	0.00%	78.35%	0.00%
HAYWOOD CO.	22.98%	0.00%	15.32%	0.00%	0.00%	60.08%	1.61%
HENDERSON CO.	22.32%	0.00%	2.23%	0.00%	0.00%	75.45%	0.00%
HENRY CO.	11.32%	0.00%	2.83%	0.00%	0.00%	84.91%	0.94%
HICKMAN CO.	27.49%	0.00%	1.90%	0.00%	0.00%	70.62%	0.00%
Hollow R.-Br.	19.15%	0.00%	6.38%	0.00%	0.00%	74.47%	0.00%

System	Unknown	Indian	Black	Asian	Hispanic	White	Other
HOUSTON CO.	20.48%	0.00%	1.20%	0.00%	0.00%	78.31%	0.00%
Humboldt	27.20%	0.00%	16.00%	0.00%	0.00%	56.80%	0.00%
HUMPHREYS CO.	20.31%	0.00%	0.52%	0.00%	0.52%	78.65%	0.00%
Huntingdon	16.85%	0.00%	5.62%	0.00%	0.00%	77.53%	0.00%
JACKSON CO.	18.10%	0.00%	0.00%	0.00%	0.00%	81.90%	0.00%
JACKSON-MADISON CO.	16.97%	0.00%	19.34%	0.11%	0.00%	60.97%	2.60%
JEFFERSON CO.	23.82%	0.00%	0.90%	0.00%	0.00%	75.28%	0.00%
Johnson City	16.94%	0.00%	3.25%	0.00%	0.46%	79.12%	0.23%
JOHNSON CO.	12.82%	0.00%	0.00%	0.00%	0.00%	87.18%	0.00%
Kingsport	18.07%	0.25%	2.80%	0.00%	0.00%	78.88%	0.00%
KNOX CO.	12.94%	0.17%	4.94%	0.09%	0.23%	81.54%	0.09%
LAKE CO.	20.00%	0.00%	4.29%	0.00%	0.00%	75.71%	0.00%
LAUDERDALE CO.	23.53%	0.00%	8.30%	0.00%	0.00%	68.17%	0.00%
LAWRENCE CO.	17.62%	0.22%	0.22%	0.00%	0.22%	81.72%	0.00%
Lebanon	32.12%	0.00%	6.22%	0.00%	0.00%	61.66%	0.00%
Lenoir City	14.39%	0.76%	0.76%	0.00%	0.00%	84.09%	0.00%
LEWIS CO.	23.97%	0.00%	1.65%	0.00%	0.00%	74.38%	0.00%
Lexington	20.00%	0.00%	3.33%	0.00%	0.00%	75.00%	1.67%
LINCOLN CO.	16.79%	0.00%	0.75%	0.00%	0.00%	82.46%	0.00%
LOUDON CO.	18.98%	0.00%	0.73%	0.00%	0.00%	80.29%	0.00%
MACON CO.	27.78%	0.93%	0.46%	0.00%	0.00%	70.83%	0.00%
Manchester	20.00%	0.00%	2.86%	0.00%	0.00%	77.14%	0.00%
MARION CO.	20.29%	0.00%	2.17%	0.00%	0.00%	76.81%	0.72%
MARSHALL CO.	21.54%	0.00%	3.86%	0.00%	0.00%	74.60%	0.00%
Maryville	13.16%	0.00%	2.30%	0.00%	0.33%	84.21%	0.00%
MAURY CO.	20.71%	0.00%	6.29%	0.13%	0.00%	72.74%	0.13%
McKenzie	14.46%	0.00%	1.20%	1.20%	0.00%	83.13%	0.00%
MCMINN CO.	16.98%	0.00%	1.54%	0.00%	0.31%	81.17%	0.00%
MCNAIRY CO.	20.42%	0.00%	2.82%	0.00%	0.00%	76.76%	0.00%
MEIGS CO.	28.30%	0.00%	0.00%	0.00%	0.00%	71.70%	0.00%
Memphis	21.09%	0.06%	42.59%	0.22%	0.31%	32.63%	3.10%
Milan	21.71%	0.00%	6.98%	0.00%	0.00%	71.32%	0.00%
MONROE CO.	22.59%	0.00%	0.66%	0.00%	0.00%	76.74%	0.00%
MONTGOMERY CO.	27.87%	0.14%	4.78%	0.20%	0.27%	66.53%	0.20%
MOORE CO.	14.29%	0.00%	4.76%	0.00%	0.00%	80.95%	0.00%
MORGAN CO.	20.98%	0.00%	0.00%	0.00%	0.00%	79.02%	0.00%
Murfreesboro City	22.11%	0.26%	8.48%	0.00%	0.00%	69.15%	0.00%
Newport	8.89%	0.00%	0.00%	0.00%	0.00%	91.11%	0.00%
Oak Ridge	12.54%	0.00%	6.73%	0.31%	1.22%	79.20%	0.00%
OBION CO.	18.65%	0.00%	1.98%	0.00%	0.40%	78.97%	0.00%
Oneida	19.54%	0.00%	0.00%	0.00%	0.00%	80.46%	0.00%
OVERTON CO.	24.42%	0.00%	0.00%	0.00%	0.00%	75.58%	0.00%
Paris	17.71%	0.00%	2.08%	0.00%	0.00%	80.21%	0.00%
PERRY CO.	22.22%	0.00%	1.39%	0.00%	0.00%	76.39%	0.00%
PICKETT CO.	11.67%	0.00%	0.00%	0.00%	0.00%	88.33%	0.00%
POLK CO.	22.93%	0.00%	0.00%	0.00%	0.00%	77.07%	0.00%
PUTNAM CO.	27.01%	0.00%	0.36%	0.00%	0.00%	72.63%	0.00%
RHEA CO.	19.21%	0.00%	0.87%	0.44%	0.00%	79.48%	0.00%
Richard City	25.00%	0.00%	0.00%	0.00%	0.00%	75.00%	0.00%
ROANE CO.	21.90%	0.00%	0.00%	0.29%	0.00%	77.52%	0.29%
ROBERTSON CO.	21.67%	0.00%	5.14%	0.00%	0.00%	72.87%	0.32%
Rogersville	19.15%	0.00%	0.00%	0.00%	0.00%	80.85%	0.00%
RUTHERFORD CO.	28.39%	0.12%	3.72%	0.06%	0.06%	67.53%	0.12%
SCOTT CO.	22.73%	0.00%	0.00%	0.00%	0.00%	77.27%	0.00%
SEQUATCHIE CO.	30.25%	0.00%	0.00%	0.00%	0.84%	68.91%	0.00%
SEVIER CO.	17.24%	0.00%	0.13%	0.00%	0.00%	82.63%	0.00%
SHELBY CO.	19.92%	0.16%	12.11%	0.04%	0.16%	66.87%	0.74%
SMITH CO.	29.03%	0.00%	0.00%	0.00%	0.00%	70.97%	0.00%
South Carroll	32.14%	0.00%	0.00%	0.00%	0.00%	67.86%	0.00%
STEWART CO.	28.13%	0.00%	0.00%	0.78%	0.00%	71.09%	0.00%
SULLIVAN CO.	15.79%	0.12%	0.23%	0.12%	0.12%	83.63%	0.00%
SUMNER CO.	23.05%	0.00%	2.13%	0.00%	0.00%	74.60%	0.22%
Sweetwater	22.73%	0.00%	3.41%	0.00%	0.00%	73.86%	0.00%
TIPTON CO.	25.29%	0.00%	10.51%	0.00%	0.19%	63.04%	0.97%

System	Unknown	Indian	Black	Asian	Hispanic	White	Other
Trenton	16.48%	0.00%	9.89%	0.00%	0.00%	73.63%	0.00%
TROUSDALE CO.	24.69%	0.00%	1.23%	0.00%	1.23%	72.84%	0.00%
Tulahoma	19.47%	0.44%	1.33%	0.00%	0.44%	78.32%	0.00%
UNICOI CO.	16.99%	0.00%	0.65%	0.00%	0.00%	82.35%	0.00%
Union City	8.24%	0.00%	5.88%	0.00%	0.00%	85.88%	0.00%
UNION CO.	21.96%	0.00%	0.47%	0.00%	0.47%	77.10%	0.00%
VAN BUREN CO.	31.58%	0.00%	0.00%	0.00%	0.00%	68.42%	0.00%
WARREN CO.	22.52%	0.00%	0.48%	0.00%	0.00%	77.00%	0.00%
WASHINGTON CO.	24.35%	0.00%	1.00%	0.00%	0.00%	74.65%	0.00%
WAYNE CO.	11.52%	0.00%	0.52%	0.00%	0.00%	87.96%	0.00%
WEAKLEY CO.	16.98%	0.00%	2.47%	0.00%	0.00%	80.56%	0.00%
West Carroll	23.94%	0.00%	8.45%	0.00%	0.00%	67.61%	0.00%
WHITE CO.	25.23%	0.45%	1.35%	0.00%	0.00%	72.97%	0.00%
WILLIAMSON CO.	19.49%	0.00%	1.99%	0.09%	0.27%	78.15%	0.00%
WILSON CO.	25.00%	0.61%	2.12%	0.00%	0.15%	71.67%	0.45%
Grand Total	20.35%	0.08%	10.04%	0.09%	0.16%	68.61%	0.68%

Source: 2000-01 End of Year Distribution Files - Active Classroom Personnel
Tennessee Department of Education